

INLAND

Refrigeration & Air Conditioning

INLAND REFRIGERATION AND AIR CONDITIONING RETIREMENT TRUST FUND

SUMMARY OF MATERIAL MODIFICATIONS

Date: February 15, 2007

To: All Plan Participants, Beneficiaries and Alternate Payees

From: Board of Trustees

Re: Changes to Plan Provisions

This “Summary of Material Modifications” (“SMM”) supplements or modifies the information presented in your Summary Plan Description (“SPD”) dated February 1, 2004. This document is important; please keep it with your copy of the SPD and other important plan documents for future reference.

In order to implement certain changes required or allowed by the Pension Protection Act of 2006 (“PPA”), the Trustees have amended the Pension Plan as follows:

1. Rollover of Death Benefits

Effective January 1, 2007, if a participant dies and his designated beneficiary is someone other than his spouse (for example, his child), that beneficiary may roll over his death benefit to an individual retirement account (“IRA”). (Before January 1, 2007, a beneficiary could roll over a death benefit only if the beneficiary was the spouse or in some cases the former spouse of the Participant.)

2. Rollovers in General

Effective January 1, 2008, a distribution that is eligible for rollover may be rolled over directly into a Roth IRA if the participant or beneficiary receiving the benefit meets relevant income and other requirements for Roth IRA benefits. (Currently, rollovers may only be made to traditional IRAs, not Roth IRAs.)

3. Vesting Schedule

Effective February 1, 2007, a new accelerated vesting schedule goes into effect. Specifically, the changes are as follows:

(a) Effective for contributions earned from February 1, 2007 through January 31, 2008, each Employee who has one or more Hours of Service on or after February 1, 2007 shall acquire a vested interest in his Individual Account in accordance with the following schedule:

<u>Years of Service Accrued from February 1, 2007 through January 31, 2008</u>	<u>Vested percentage</u>
Less than 1 year	0%
1 but less than 2 years	10%
2 but less than 3 years	20%
3 but less than 4 years	40%
4 but less than 5 years	60%
5 but less than 6 years	80%
6 years or more	100%

In other words, participants will become vested in their pension benefits earlier than they would have before.

(b) Effective for contributions earned on or after February 1, 2008, each Employee who has one or more Hours of Service on or after February 1, 2008 shall acquire a vested interest in his Individual Account in accordance with the following schedule:

<u>Years of Service Accrued after February 1, 2008</u>	<u>Vested percentage</u>
Less than 2 years	0%
2 but less than 3 years	20%
3 but less than 4 years	40%
4 but less than 5 years	60%
5 but less than 6 years	80%
6 years or more	100%

In other words, new participants will no longer be 10% vested after one year, but will still be 20% vested after two years.

These vesting schedule changes modify the rules on vesting discussed at page 6 of the SPD.

Official plan documents control the actual payment of benefits and the administration of this Plan. This SMM merely highlights the changes and does not replace those documents. In case of any discrepancy between this SMM or the SPD and official plan documents including any and all plan amendments, the terms of the plan documents will control.